

## **POLICY ON CODES OF CONDUCT**

**Mission:** The City of Phoenix endeavors to promote programs, events and activities, within Parks and Recreation system, which foster, promote, and emphasize a positive, safe and rewarding environment for the youth of our community. In support of this mission, the Parks and Recreation Board have adopted a policy on Codes of Conduct for all those attending, or participating in, City of Phoenix Parks and Recreation programs and or using their facilities. This policy sets minimum standards and expectations for the conduct of everyone. Everyone includes, but is not limited to, administrators, participants, coaches, referees, officials, spectators, attendees, parents, teachers, guardians, etc.

### **Policy on Codes of Conduct**

When using facilities for, or participation in, youth programs and activities, managed or allowed by the City of Phoenix everyone is responsible for:

- Conducting themselves in a proper and socially acceptable manner.
- Exhibiting behavior that supports the health, safety and well-being of others.
- Providing a drug free environment.
- Refraining from the use of profanity or offensive language and ethnic slurs.
- Abiding by all laws, rules, regulations and ordinances whether city, state or local.
- Abstaining from any type of conduct intended to humiliate or intimidate others.

### **User Organization's Responsibilities**

User organizations that conduct youth activities in the City of Phoenix parks and facilities have the following additional responsibilities regarding the policy on codes of conduct:

1. Draft and implement their own "Code of Conduct" that includes:
  - a. Clearly defined requirements that meet or exceed those outlined in the Parks & Recreation Board's policy on codes of conduct.
  - b. Clearly stated consequences for any code violations.
  - c. Clearly established processes and procedures for receiving and investigating code violations.
  - d. Clearly defined process for the resolution of any violation and the steps to be taken if violation cannot be resolved at the organizational level.
2. Ensure all individuals associated with the organization are informed of and have access to the organization's "Code of Conduct".
3. Actively monitor the organization's activities and immediately address any infraction regarding the code of conduct.

### **Failure to Comply**

The implementation, distribution, monitoring and enforcement of an organizational "Code of Conduct" as outlined above is a stipulation of the organization's usage of Parks and Recreation Department facilities. Failure to comply with any established stipulations of usage, AND/OR failure to obtain all permits and licenses required by law, ordinance or Parks and Recreation Department rules and regulations AND/OR failure to comply with any law, city ordinance, park regulation, or reasonable request from an authorized staff person can result in immediate suspension of facility use privileges AND/OR citation AND/or loss of eligibility to utilize any City of Phoenix facilities on the part of the individual(s) AND/OR the organization or user group.